

MINUTES
MONTANA STATE EMPLOYERS COUNCIL ANNUAL MEETING
THURSDAY, MAY 27, 1999
DAWSON COMMUNITY COLLEGE
GLENDIVE, MT.

JSEC Members Present: *Jan Van Fossen*, Missoula; *Kathy Jo Opprud*, Billings; *Peggy Iba*, Glendive; *Jamie Widhalm*, Conrad; *Carolyn Barnes*, Browning; *Roy Hagen*, Glasgow; *Paul Tuss*, Cut Bank; *Fred Unmack*, Lewistown; *Eldon Moos*, Sidney; *Cliff Johnson*, Lake Co.; *Gene Erlandson*, Lewistown; *Diana Thomas*, Lake Co.; *Nancy Hansen*, Havre; *Darrell Morehouse*, Glasgow; *Deborah Burns*, Cut Bank; *Barb Kain*, Helena; and *Patty Guiberson*, Tri-County.

JSEC Coordinators Present: *Kathy Yankoff*, LSC/Helena; *Shirley Cortright*, Tri-County; *Elaine O'Leary*, Bitterroot; *Steve Van Tighem*, Great Falls; *Sara Miller*, Missoula; *June Littlefield*, Lake Co.; *Dee Ann Turck*, Havre; *Billie Schmalz*, Sanders Co.; *Leslie Williams*, Kootenai; *Sandy Hays*, Miles City; *Lonnie Cross*, Glendive; *Cindy Lund*, Sidney; *Judy Towlerton*, Billings; *Julie Hallock*, Glasgow and *Mike Hughes*, Wolf Point.

Guest: **Wendy Keating**, JSD Administrator

I. CALL TO ORDER (Jan Van Fossen):

- A. Introductions: Everyone introduced himself or herself.
- B. Approval of Minutes: The minutes of the Executive Board Meeting on January 19, 1999 were approved as submitted.
- C. Correspondence: There was no correspondence at this time.

JSEC & THE NEW JOB SERVICE (Wendy Keating)

Wendy thanked the JSEC for their successful efforts with the Employment Security Account in the Legislature. She noted that the JSECs have evolved since their formation in 1988 to take on a "life of their own" and have become an integral part of our Job Service operations.

She said our agency will continue to need employers' advice and counsel. We need to find a better forum for this process and there is great potential for JSEC to help with continuous improvement by acting as our employer voice.

She also talked about the Workforce Investment Act (WIA) and the challenge in getting the State Workforce Investment Board educated and prepared for the task ahead of them. At the local level, she encouraged JSEC members to provide support and advice to local Center managers with the changes that WIA will require.

II. REPORTS AND UPDATES:

- A. **Treasurer's Report** (Barb Kain): The account balance on 12/31/98 was \$3,104.83. Expenses incurred from that date to 5/24/99 totaled \$651.74. This leaves a current balance of \$2,453.09. We are still to receive the \$2,000 from the U.S. West grant and the revenue from the Silent Auction and raffle will be added. The unofficial totals on the fundraisers are \$1,340 for the Silent Auction and \$1,012.94 for the raffle. (Copy of the Treasurers Report is attached).
- B. **State Workforce Investment Board Nominations** (Kathy Yankoff): Kathy reported that we were fortunate to have so many of our nominees appointed to the Board by the Governor. There are 9 JSEC members from various communities around the state on the SWIB.
- C. **NEC Conference in D.C.** (Kathy): Kathy reported on the State Coordinator training and NEC Conference she attended in March on behalf of the State JSEC. She explained that one of her assignments while at the Conference was to get more information for the Board about a request from the NEC for a \$5,000 donation from each state.

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Both the training and conference focused on Workforce Investment Act implementation and how employers can be involved. The sessions were very informative and worthwhile. In his opening address, the NEC Chairperson noted that the organization's biggest challenge in the future is financial stability. One option being explored to help in this area is forming alliances with like-minded

organizations, such as Society for Human Resource Management (SHRM). This alliance could lead to a shared logo and website. No mention of the \$5,000 request for funding was ever made.

In an impromptu session with the other State Coordinators, it was learned that only one state present (Florida) had actually sent the NEC \$5,000. One other state was considering sending some money. Most of the states present were like ours - in a "wait and see" mode. It was clear that the State Coordinators have a lot of frustration with the lack of service and responsiveness by the NEC (the NEC Director never once met with the State Coordinators during the entire 4 days of the event).

Kathy also circulated a brochure developed by the NEC to promote employer involvement in Workforce Investment Act. It was agreed the brochure would be a good tool for Montana and Kathy will look into possible uses and if we could reproduce it with some edits to make it Montana specific. Kathy will keep everyone update on any major developments with the NEC.

III. OLD BUSINESS:

- A. **NEC request for financial support** (Kathy): In light of the previous discussion, no motion was presented, so the decision was to not take action (recommend sending money) at this time.
- B. **Incorporation Status** (Barb Kain): We had a delay in the processing of our application with the IRS as they fee had been raised and we needed to submit an additional \$35. If all goes well we should have the determination by July.

IV. NEW BUSINESS:

- A. **School-to-Work presentation** (Kathy): Kathy distributed the information packets that are a compilation of the Powerpoint presentation she gave to the full group on Tuesday, 5/25. Peggy Iba encouraged every employer to consider getting involved in School-to-Work at some level.
- B. **Election of Officers:** Jan announced that she had talked with the Paul Tuss and Barb Kain and they were both willing to advance to Chair and Vice-Chair respectively. Fred Unmack made a motion to accept their advancement to these offices. Roy Hagen seconded the motion. No discussion. Motion carried by unanimous vote.

Jan called for nominations for Treasurer. Barb Kain nominated Patty Guiberson. There were no other nominations. A motion was made and seconded to elect Patty Guiberson to the office of Treasurer. Motion carried by unanimous vote.

Jan announced that Cliff Johnson has agreed to continue as Area 1 Representative, Roy Hagen will continue as Area 2 Representative, Fred Unmack will continue as Area 4 Representative. With Patty's change to Treasurer, the Area 3 Representative spot is vacant. Jan asked those present to consider serving or to submit ideas on possible candidates for the position.

The Executive Board for the 1999-2000 Term are:

Paul Tuss – State Chairperson
Barb Kain – State Vice-Chairperson
Patty Guiberson – State Treasurer
Jan Van Fossen – Past State Chairperson
Cliff Johnson – Area 1 Representative
Roy Hagen – Area 2 Representative
Fred Unmack – Area 4 Representative
Area 3 Representative – Vacant

- C. **Recommendations for 2000 meeting site** (Jan): The Libby JSEC has submitted a bid to host the 2000 Annual Meeting. Jan noted some of the highlights of the bid packet. Discussion followed. Dee Ann Turck made a motion that we recommend Libby as the site for the 2000 meeting. Cliff Johnson seconded the motion. Motion carried.

V. **ROUND TABLE DISCUSSION:**

The following ideas were offered during the discussion:

Why are we involved in JSEC?

- Advocacy – we are the premier organization for employers
- Influence with bureaucracy and government
- Way to support the community
- Networking
- Welfare to Work – it's a way to reach employers and to create new ideas to tackle problems
- Work with youth – have an impact on the workforce
- From someone who has been a user at both ends (job seeker/training participant and now employer) sees his involvement as a way to give back some of what he has received
- Job Service and JSEC are central to economic development
- In small communities Job Service provides access to a central link of services & information
- In bigger cities it serves as a small business resource

Tips on creating an active, energized committee

- Offer a series of “mini” presentations geared to job seekers using JSEC members as presenters
- Have a JSEC float in a parade and a JSEC booth at a community fair
- Partner with SHRM for seminars
- Partner with other JSECs for seminars
- Use “free” speakers from DLI to get started
- Newsletters - (consider having a Master Newsletter that all committees could use as a format)
 - Suggested topics : Progressive Discipline, Wrongful Discharge, Wage & Hour, Human Rights, Workers Compensation, WIA Update, Violence in the Workplace, Customer/Employee Fraud and Theft
 - Consider setting up the newsletter articles or master newsletter as a link from the JS homepage
- P.D.C. (Professional Development Center) with Department of Administration is a good resource for seminars

What are some of the challenges committees are facing?

- In bigger cities (such as Billings) there is too much competition for seminars and no other source of revenue for the committee.

Ideas for use of the State JSEC funds:

- Seed money for local committees for projects, etc.
- Grants to locals
- Scholarships
- Mentoring award (Leslie Williams from Libby will write up this idea for the Board to consider)

The meeting adjourned at 10:10 a.m.

After the break, the JSEC members met separate from the Coordinators for a report and demonstration on web page design from the Butte JMG students who received the U.S. West training.

The Coordinators met for a networking/sharing session at this same time.

At 11:15 we reconvened with the Job Service Management Team to announce new officers and recommendation for the 2000 meeting site.